

UNITED STATES DEPARTMENT OF STATE

January 2002

State

Magazine

Guadalajara

Blending Tradition and Technology

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Photo by Carl Goodman

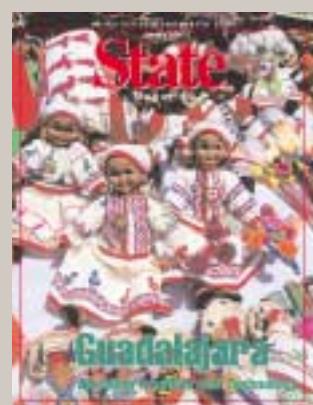
Travel assistant Betty Brown joined the OIC in 1975.

State Department spouse Marion Pflaumer tests her construction skills in Kenya.



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Photo by Jo Ellen Fuller



On the Cover

Traditional dolls for sale in Plaza Tapatio.

Photo by Jeff Greenberg, Folio, Inc.

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FROM THE SECRETARY

SECRETARY COLIN L. POWELL

We've Made a Good Start

One year ago, President Bush entrusted me with the privilege of leading you in our mission to serve the American people. During the past 12 months of unforeseen challenges and great opportunities, you have risen to the task. You have done your part. And, since Sept. 11, you have more than done your part.

I have promised you that we would also do our part and provide you the support you need to accomplish your mission. We have made it our goal to recruit the best people to be your colleagues, give you world-class training, provide you secure and work-friendly facilities and equip you with the technology you need to do your jobs.

The State Department is filled with great people—Civil Service, Foreign Service generalists and specialists, Foreign Service Nationals, political appointees, Presidential Management Interns and many others. But we must hire more.

Our 2002 budget provides for hiring 360 new employees above attrition, Civil Service and Foreign Service. Last year, as part of our Diplomatic Readiness Initiative, we doubled the number of candidates for the Foreign Service Written Examination. This year we will give the exam twice.

Our new recruits better reflect the diversity of the American people. Nearly 17 percent of those who passed last September's written exam were members of minority groups.

The Diplomatic Readiness Initiative has also improved Civil Service recruitment. For example, we are creating new, web-based recruiting tools and developing a Civil Service web page to post on the careers web site.

Once we identify the best people, we are bringing them on more quickly. For Foreign Service recruits, for example, we have reduced the time from written exam to entry into service from 27 months to less than a year.

We are also working hard to provide the training you need to be successful in your careers. We are launching mandatory leadership and management training requirements, with other mandatory training courses to follow. The Leadership Competencies Development Initiative provides Civil Service employees a program to develop credentials to help them successfully compete for leadership positions.

But training only works if people take it, learn from it and use it. I am counting on you and your managers to make sure you receive the training you need.

The support of our families is so important to our effectiveness. At our town hall meeting last January, I prom-

ised to make the establishment of an interim childcare center at the National Foreign Affairs Training Center a priority. I am delighted that the center opened Sept. 4, with a full complement of 30 infants and toddlers. Now we are turning our efforts to providing a larger, permanent facility at FSI and to expanding the Diplotots Child Development Center at Columbia Plaza.

In my travels, I have visited our embassy teams whenever possible, both to thank them for their wonderful contributions and to see their working conditions for myself. I have marveled at their ability to function in clearly overcrowded, even decrepit buildings. Clearly, something needs to be done.

We have upgraded the Foreign Buildings Operations into the new Overseas Buildings Office, headed by a director with assistant secretary rank. The OBO has developed the Department's first long-range plan covering major facility requirements through FY07. The OBO has also developed a standard embassy design concept to reduce cost, speed construction and enhance quality.

We live in the midst of an information revolution that is transforming our ability to communicate. To capture the benefits, we have completed the pilot of our OpenNet Plus project to put a modern, classified system, with Internet access, on every desktop. We have begun deployment worldwide and are in the process of rolling out the classified connectivity program over the next 24 months.

To meet our goals, we need resources. I am pleased that the Commerce, Justice, State appropriations bill signed by President Bush included an 11.5 percent increase in our funding for FY02. This substantial increase at a time of budget stringency shows that Congress understands and supports what we are trying to accomplish for the American people.

So we've made a good start. This year, we will press forward even harder to give you the resources you need, and I am counting on you to use these resources wisely.

The past has confirmed what I knew before—that the people of the State Department are enormously talented and committed to serving the American people. Together, we are pursuing our mission in a world of unprecedented opportunities, as well as serious threats. Our response to the attacks of Sept. 11 has shown the country that the State Department can be counted on to seize these opportunities in the year ahead. ■

LETTERS TO THE EDITOR

Having a Ball in Minsk

Finding a location to hold our most recent Marine Ball became increasingly difficult because of the tight security standards in Minsk. The odds of finding a suitable location seemed almost a pipe dream, taking with it the excitement and anticipation the ball sparks within the international community.

With a month to go, cancellation appeared certain until Lithuania's ambassador to Belarus, Jonas Paslauskas, offered the use of his embassy, ensuring that the time-honored event would go on. Guests enjoyed local dishes and wines in the embassy's elegant hall that also provided perfect acoustics for a jazz ensemble that brought everyone to the dance floor.

The Marine Ball (featured in November's issue) was a special occasion in more ways than one for Marine Sgt. Derrick Sims. He proposed to his fiancée, Jenny Chu, who accepted.

Bridget Wolf
Intern
U.S. Embassy in Minsk

Peace Corps in Bangladesh

I read with interest your survey of embassy operations in Dhaka in the October issue.

The story suggests that Peace Corps volunteers have been working in Bangladesh for only three years.

Actually, the Peace Corps presence there goes back 40 years.

I was stationed in 1961 at the consulate general in what was then known as Dacca when the initial Peace Corps contingent arrived. It was the first such group of volunteers sent to an Asian country. The two dozen volunteers—from nurses to carpenters—spread out across the mofussel (boondocks) and made a big impression wherever they went.

It is good to know that this early example of Peace Corps people-to-people cooperation continues in a

country that needs all the help it can get.

Wilson Dizard Jr.
Foreign Service Officer (Ret.)
Washington, D.C.

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Letters to the Editor

Letters should not exceed 250 words and should include the writer's name, address and daytime phone number. Letters will be edited for length and clarity. Only signed letters will be considered. Names may be withheld upon request. You can reach us at statemagazine@state.gov.

From the Editor

We thank those of you chosen at random for participating in our recent readership survey, the first one in five years. I won't go into detail here about the results, since those are highlighted on page 18 and posted on our web site. To say the least, your responses were encouraging and affirmed most of the changes we have introduced in recent years.

Interestingly enough, most of you told us you wanted more—news and features—and we found that both gratifying and frustrating. That's because deputy editor Paul Kosak, whose stories have filled these pages for more than a year, reported to the Pentagon Nov. 1 for up to a year of reserve duty with the Air Force. In his absence, we will do our best in the year ahead to publish a magazine you will find informative and enjoyable.

During this period of frustration with the pouch and mail system, when hard copies of the magazine may be delayed or not delivered at all, we encourage you to read the magazine online—either on the Department's Intranet or the Internet. If you are in the Department, the fastest venue is the Intranet.

Finally, I would only observe that after five years in this job (and many years in similar ones at other agencies), I have never experienced a readership as loyal and supportive as yours. As is true of many things at State, traditions have loyal followings. Thank you for including State Magazine among these.

We wish you all a very happy, healthy and prosperous New Year.

A handwritten signature in black ink, appearing to read "Paul Kosak".

Update on Pouch and Mail

The unclassified pouch and domestic mail systems are improving. That's according to an announcement issued Nov. 26 by Department officials involved in the complex cleanup operation caused by the anthrax contamination that occurred between Oct. 12 and 22 when a letter addressed to Senator Patrick J. Leahy of Vermont was accidentally routed to the State Department's diplomatic pouch facility in Sterling, Va. An employee there contracted inhalation anthrax and was hospitalized. The employee, David Hose, is recovering at his home in Winchester, Va.

Highlights

A temporary pouch facility is now operational and USPS, FedEx, UPS and DHL are making deliveries. USPS deliveries, however, are limited at this writing, and the Department recommends that an express delivery service be used for priority packages. Outgoing pouch shipments resumed Nov. 20 with 37 crate pouches. Posts may now resume sending pouches to the Department. The staff at the temporary mail facility are working overtime to expedite deliveries to posts. Classified pouches have been moving throughout this period. Field offices outside the Washington, D.C., metropolitan area are now accepting regular first-class mail.

Background

Work is under-way on several parallel tracks to protect employees, clean mailrooms, resume pouch and mail operations, and implement processes and technologies to keep the mail system as safe and efficient as possible given security concerns. At the same time, the Department has been working with the CDC, FBI, EPA, USPS, AFSA and others on issues in their areas of responsibility that affect State operations and its ability to restore the operation of the pouch and mail system. Outgoing unclassified pouch service has resumed. Much work remains before the system is running smoothly.

Outgoing pouch shipments have resumed

A warehouse in the Sterling, Va., area was leased on Nov. 9 as a temporary pouch facility and designated as SA-32T. Alarms, an x-ray machine and other basic equipment have been installed for a manual mail sorting operation. During the week of Nov. 12, SA-32T began receiving deliveries from FedEx and UPS. The U.S. Postal Service began delivering primarily second- and third-class mail. Diplomatic Pouch and Mail and Diplomatic Security personnel began screening the packages and



Photo Rick Bowmer/AP Photos

staging them for the pouch. A shortage of cleaned pouch bags forced DPM staff to purchase large tri-wall cardboard boxes that they are burlapping and banding so they can be shipped as diplomatic crate pouches. The first pouches left SA-32T on Nov. 20 en route to 29 posts. DPM is working with several posts to obtain temporary clearances from host governments to use crate pouches until sanitized pouch bags become available.

Incoming pouches

Posts have been authorized to resume shipments of unclassified diplomatic pouches to the Department, using only cleaned pouches. As new pouches in cleaned pouch bags are received at SA-32T, their contents will be sorted and distributed into Department mail channels or to the USPS. This includes packages sent via the Homeward Bound Service. Department officials said AFSA helped to facilitate returned mail from employees during the shut down.

Mail held for cleaning

The Department has begun receiving return pouch shipments from posts. Those that may have been contaminated, based on their date of dispatch, are being held for cleaning along with mail retrieved from cleaned mailrooms at Department headquarters offices. The Department is determining, in consultation with the CDC, EPA, USPS and other agencies, the safest and most expedient method of cleaning this mail.

The two most promising methods are to irradiate or to fumigate the mail under pressure with ethylene oxide, a process that is generally less destructive than irradiation, which has its own limitations. This cleaning was delayed because agencies had to coordinate and investigate all possible causes of contamination in SA-32. Cleaning will get under way as soon as an approved contractor is available. Pending environmental testing, the Department is looking at a practical approach to cleaning and wiping down boxes and returning them to post. This would be impractical for letter mail, however, given the volume involved. The plan is to use a chlorine bleach solution to clean packages that are now held at SA-32 or are contained in returned pouches. Once cleaned, these packages will be moved to SA-32T for onward shipment.

USPS mail and irradiation issues

As of Nov. 26, the Department did not have information on the time line for processing mail that is being held for irradiation by the USPS. This mail includes parcels, first-class and parcel post. The USPS took this step after consulting with the EPA and CDC.

The Department understands that much of the mail received via the USPS for overseas posts will be irradiated and may be damaged. The USPS identified the following items that could be affected adversely: any biological blood or fecal samples; diagnostic kits such as those used to monitor blood sugar levels; photographic film; food; drugs and medicines; eyeglasses and contact lenses; and electronic devices.

The USPS also reported that while the first pieces of irradiated mail being delivered are first-class letters, eventually departments and agencies will also be receiving flats (larger envelopes) and packages. It is more likely that the items listed above would be contained in flats or packages. Mail that has been irradiated includes first-class letters postmarked since Oct. 12 and addressed to Washington, D.C., government customers with zip codes beginning with 202 to 205. This includes the Department's 20520 and 20521 zip codes.

The irradiation process used at the Lima facility was tested and found to be effective by an interagency team of scientific experts that recommended release of the mail for delivery. The group was organized by the White House Office of Science and Technology Policy and included the Armed Forces Radiobiology Research Institute, the Food and Drug Administration, the Department of Agriculture and the National Institute of Standards and Technology.

Getting package mail to SA-32T

Presuming that all USPS mail sent to the Department's U.S. government addresses will be irradiated, the Department does not recommend using USPS at this time to ship packages to SA-32T for onward shipment by pouch. Parcels in the USPS systems addressed to the Department are now in the queue for irradiation—a process that carries inherent risks of damage as well as delays owing to the backlog of mail to be treated. The Department recommends that priority packages be shipped to SA-32T by an express delivery service using the regular pouch zip code address. The services are familiar with the new facility and have adjusted their routing. For future parcel mail, the Department is working with the USPS to identify an alternative USPS address for parcels and packages that could be damaged or affected by irradiation.

Environmental sampling

The CDC completed the last environmental sampling at SA-32 on Nov. 20. Results were unavailable at press time, but this latest round of sampling is intended to get a better idea of the mechanism and extent of anthrax contamination. As it stands now, the most significant concentration of spores is on and near the letter sorters in use during the Oct. 12–22 time frame. Most of the other samples in SA-32 have been negative.

Cleaning pouches at SA-32

Completing the sampling means that we can start the process of removing and cleaning pouches, removing mail and sealed pouches, and beginning preparations for the eventual cleaning of SA-32 and its equipment. Cleaning of pouch bags currently in SA-32 started Nov. 21.

Mailrooms at State

On Nov. 20, cleaning was completed at more than 150 mailrooms and mail-handling areas at the Harry S Truman Building and annexes. Results to date of additional random environmental sampling at these mailrooms have been negative.

Field office and annex mail delivery

Department field office mailrooms outside the Washington, D.C. metropolitan area are receiving and distributing mail as normal—with the exception of previous SA-32 shipments that will need to be returned and cleaned at Department facilities. Mail issues at annexes in the Washington, D.C., metropolitan area will be addressed on an individual basis.

Points of contact

For further information about mail operations, please contact DPM Branch Chief Ted Boyd at (202) 663-1810 or via e-mail at boydte@state.gov. For information about safety and health and other operations issues related to anthrax contamination of mail systems, please contact the ChemBio Countermeasures Working Group at (202) 663-3666 or via e-mail at ChemBioWG@state.gov.

AMBASSADOR RUTH A. DAVIS

NEW YEAR'S RESOLUTIONS

It's that time of the year again. The presents have all been opened. The guests have gone home. The extra pounds have been gained (and they threaten to remain with us long after our guests are gone). It's winter in Washington, D.C., daylight is in short supply and the cherry blossoms of April look like they're a very long ways away.

So why is this DG smiling?

It's because this New Year 2002 has brought with it the opportunity of a lifetime. It's an opportunity I've long been hoping this institution would have. It's been a long time coming, but it has finally arrived.

I'm referring, of course, to the State Department's appropriation Congress passed late last year. To my great delight—and maybe to the immense astonishment and wonder of some others—the Congress has given us the full amount necessary to begin the long-overdue expansion of the Foreign Service. We have the green light to hire 360 additional Civil Service and Foreign Service personnel above attrition between now and Sept. 30, 2002.

I don't pretend to take a whit of the credit for convincing the Congress. The President and the Secretary did the heavy lifting on this. They found the money, carried the message, did the required Capitol Hill advocacy and guided this proposal to the finish line.

Now it's up to us. Our well-wishers, and they are many, as well as our skeptics, and they are still far too numerous, are watching to see how we're going to perform. For a long time we've claimed that if we got the resources, we would do things differently, and we could deliver better results. Now it's time to show results.

My New Year's resolution, therefore, is one that I'm happy to share with you. It is very simple: "We are going to deliver."

I'd like to invite you to include this resolution in your own list, too. Up there above the one that says, "Lose five pounds by Feb. 1." Among the realistic ones, I mean.

Fortunately, my staff and I have not been standing still during the summer and fall. We have used existing resources in this preparation period so that we would be



in the best possible position to meet the challenge if the Congress granted us the funds. This means doing everything we can to position ourselves so as to attract, examine, clear and hire the very best that America has to offer. It also requires the closest cooperation between the DG's office and the Foreign Service Institute to ensure that we have the space, the instructors, the materials and the vision required to move this process forward.

When this magazine reaches you, we will be welcoming—or be about to welcome—a brand new class of junior officers. The January 2002 class will be the second one to enter under the Secretary's Diplomatic Readiness Initiative. We have already made hiring offers to more than 90 of them. It will be the first of a series of 90-member Junior Officer classes that we are preparing to welcome.

This isn't just going to put a strain on the FSI cafeteria. A colleague of mine has referred to this situation as the "goat in the python," and he wasn't talking about the cafeteria menu. Language training, opportunities for spouses, area studies, the career development and assignments offices—all of these are going to face new challenges. We will also need more of you to serve as mentors and role models to help welcome and develop all this new talent.

We have not been standing still on the Civil Service side, either. Deputy Assistant Secretary Alex de la Garza took the lead in doing a comprehensive review of the Civil Service hiring process, to determine how long each step of the process is taking, where the bottlenecks are and how these can be eliminated. We want to make our Civil Service hiring process as agile and speedy as possible, and 2002 will give us an opportunity to test some new approaches.

This is why 2002 looks so good to me. We have the money we need. We have ramped up as carefully and imaginatively as we know how. We have got new people lined up at the starting line. So now it's testing time for our capacity and our resolve. This is therefore a New Year's resolution that we have got to keep: We are going to deliver. ■

Post of the Month:

Guadalajara



By Donald E. Jacobson

G uadalajara, Mexico's second largest city, is the capital of the west-central state of Jalisco. Known as the birthplace of mariachi music, home of the tequila industry and source of some of Mexico's best handicrafts, the region has recently developed a very different reputation as the "Silicon Valley of Latin America." In the few short years since the implementation of the North American Free Trade Agreement, U.S. \$1.4 billion in foreign investment has brought more than 270 new electronics plants to the Guadalajara area. Now, Guadalajara is host to facilities where Hewlett-Packard conducts R&D and manufactures several million printers per year for the U.S. market and where IBM assembles laptops destined for the Latin American market.

The U.S. Consulate General serves one of the largest expatriate U.S. communities anywhere, with approximately 50,000 U.S. residents and an equal number of tourists at any given time. Many resident Americans are retirees, attracted to the area by the perfect weather and beautiful scenery near Lake Chapala, Mexico's largest freshwater lake. But Lake Chapala has been shrinking in recent years and is now reportedly at a level that is 19 percent of its



Young woman with a child sells her handmade beaded items in Plaza Tapatia.

Photo by Jeff Greenberg/Folio, Inc.

"full" capacity. So U.S. newcomers are choosing to settle on the coast instead. The highest concentrations on the coast are in Puerto Vallarta and Manzanillo, but a surprising number are in small towns all along the Pacific coast.

The consulate's busy U.S. citizen services unit handles a variety of emergency cases, ranging from high-profile homicides to more routine problems such as repatriation and replacement of lost travel documents. A consular officer makes monthly trips to the lakeside communities of Chapala and Ajijic to handle outreach, execute notarials

Consulate employees, from left, Joanne Edwards, Angela Emerson, Betty Swope, Dan Perrone and Don Jacobson "join" a Mariachi band.



and receive passport applications. The U.S. Consular Agency in Puerto Vallarta provides emergency services for Americans in the city and in the rapidly growing resort area to its north.

As in most U.S. posts in Mexico, visa work is an important component of the consulate's public profile. Jalisco has long been among the Mexican states with the highest rates of undocumented migration to the United States. Improved customer service for visa applicants, strong family ties between Jalisco and the United States, a steadily growing Mexican economy and increased difficulty in illegally crossing the border



Dancers perform the Jarabe, traditional Tapatian dance.

Photo by Peter Menzel/PictureQuest

have contributed to a rapid growth in visa applications. The consulate general processed almost 250,000 visa applications in FY01, more than twice the number processed in FY98.

Guadalajara is one of the 10 posts in Mexico issuing "laser visas," a high-tech credit-card-sized travel document. Foreign Service National employees take digital fingerprints and photos of every applicant. The fingerprints of approved applicants are automatically checked against the Immigration and Naturalization Service's database to see if the applicant has ever been deported or picked up by the Border Patrol.



Left, FSN Monica Ornelas takes a digital photo of a visa applicant. Below, visa applicants wait to be processed.



The consulate general's federal benefits unit has 11 FSNs covering seven Mexican states and serving a total of 23,000 American and Mexican citizens who receive social security or veterans' benefits. Ever vigilant in pursuing fraudulent claims, the unit's field representatives have detected 74 cases of fraud in the past year, saving the U.S. government \$3.5 million.

Law enforcement is a key element in the consulate's work. The Drug Enforcement Administration has been present in Guadalajara for years, because of to west-central Mexico's importance as a center for drug trafficking



Senior FSN Yolanda Macias handles special consular services.

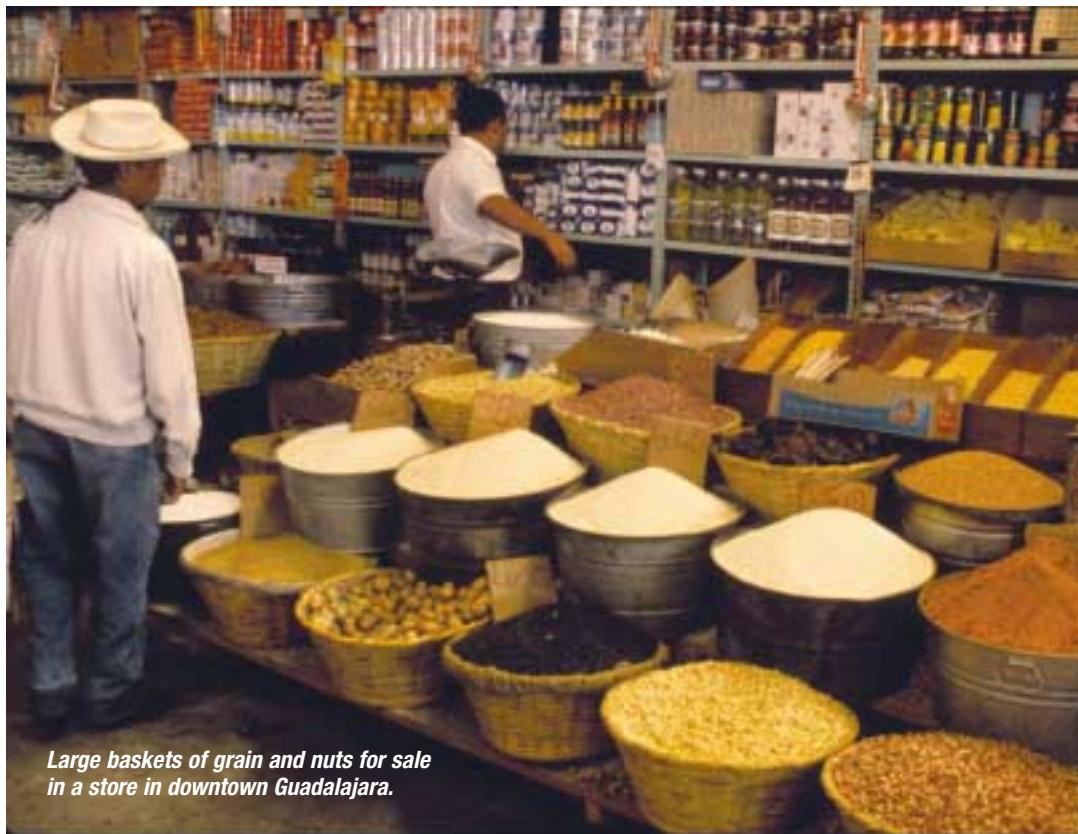
and money laundering. The DEA office gathers intelligence on drug trafficking and cooperates closely with U.S. and Mexican law enforcement authorities. Enrique Camarena, the DEA agent who was kidnapped and murdered by drug traffickers in 1985, was assigned to his agency's Guadalajara office at the time of his death.

The legal attaché's staff can testify to the fact that the transit of U.S. criminals to Mexico is not just a Hollywood myth. Agents spend about 70 percent of their time tracking down fugitives and coordinating with Mexican authorities for their deportation or extradition to the United States. Between January and August 2001 alone, the Guadalajara office returned 21 fugitives to the United States.

The U.S. Commercial Service in Guadalajara helps U.S. firms promote their products and services in seven states in western Mexico. Gateway to the region, the city is the nation's second largest distribution and retail center. more than 50 percent of Mexico's consumer market is located within a 350-mile radius of Guadalajara, the closest major city to Mexico's

major Pacific cargo port. The office recently organized an innovative Financing USA initiative, which brought together Mexican importers and U.S. financial institutions willing to finance their purchases from the United States.

The U.S. Department of Agriculture's animal and plant health inspection service facilitates the exportation of Mexican produce while protecting the health of U.S. consumers. The office manages a pre-clearance program for Mexican mango and avocado exporters, ensuring that all special entry health requirements are met before they are shipped to the United States. Costs for this program are borne by Mexican exporters.



Large baskets of grain and nuts for sale in a store in downtown Guadalajara.

Photo by Owen Franken/PictureQuest

Taking Customer Service to Heart

Although a typical day involves interviewing more than 1,200 visa applicants, the U.S. Consulate General in Guadalajara boasts a courteous and efficient staff that takes customer service to heart. Such attention to high-level customer service can be attributed, in part, to a course required of all employees called Best Practices in Consular Service: How to Find the Leader Within You.

First tour officer Brian Quigley developed the day-long customer service course. Prior to entering the Foreign Service, Mr. Quigley was a sales and marketing consultant and advised several Fortune 500 companies.

Mr. Quigley adapted his course to help consulate employees take advantage of their professional and personal life and focus on the positive, even in what seem to be hopeless situations. Participants learn to recognize their own value systems to interact with others successfully. Techniques such as how to han-



Instructor Brian Quigley conducts customer service course.

dle people and winning people over are introduced. Mr. Quigley's delivery style is upbeat and his course thrives on audience participation.

The former consultant stresses that customer service first starts with fellow co-workers. The program highlights that one's co-workers, boss and employees are also customers. "Setting a good customer service example starts with how we treat each other," Mr. Quigley said. It is also important, he said, to recognize that although not all people will be qualified to receive a visa, everyone deserves to be treated with respect and courtesy.

The now-popular course has been presented four times in Guadalajara (including in Spanish to the local guard force), at the U.S. Consulate in Ciudad Juarez and at the U.S. Embassy in Mexico City. More locations are expected to follow.



The consulate general building, constructed in 1966.

In addition to handling the consulate's media relations, the public affairs section promotes mutual understanding between the United States and Mexico and contributes to the current Mexican administration's reform efforts. For example, the section brought a public administration expert to Guanajuato to explain the Oregon model for establishing government performance benchmarks. President Vicente Fox, who was then governor of Guanajuato, was so impressed with the model that he adopted something similar in his own state. Since assuming office, he has implemented this approach to responsive, more accountable government nationwide.

Diana Mejia is the administrative assistant in the federal benefits unit.



FSN Graciela Manzanares handles passports and citizen issues.

Mexico's "Second City," the mariachi and tequila capital of the world, stands squarely at the center of a dynamic new Mexico and a closer, more productive partnership with the United States. The U.S. Consulate in Guadalajara contributes significantly to both of these developments. ■

The author is the chief of the nonimmigrant visa section of the U.S. Consulate General in Guadalajara, Mexico.

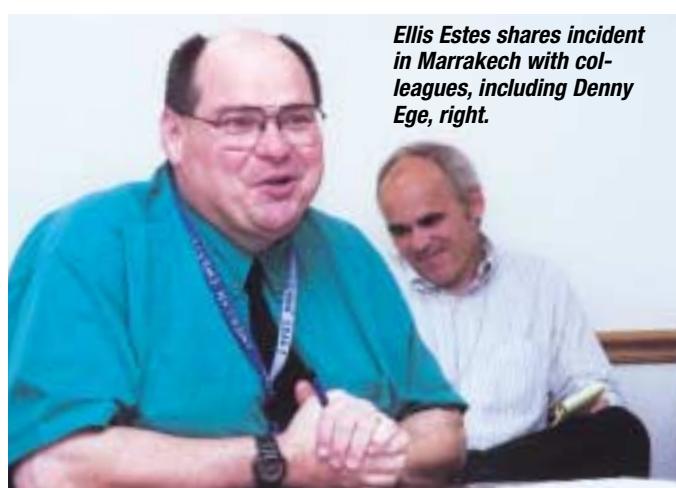
Office of the Month:

International Conferences

UN General Assembly is OIC's largest annual conference.

Photo courtesy of U.N.

Ellis Estes swung into action recently during a conference in Morocco when a delegate from another country fell from a hotel balcony. The former Marine administered first aid until an ambulance arrived. In Nairobi, Ed Malcik lent his sports jacket and tie to a member of Congress whose luggage was lost.



Ellis Estes shares incident in Marrakech with colleagues, including Denny Ege, right.

Story by Jan Lenet and Kathleen Stemplinski
Photos by Carl Goodman

The two Department employees above were only demonstrating the quick thinking and imagination needed when you are part of the team of the Office of International Conferences in the Bureau of International Organization Affairs.

A former White House entity and the bureau's oldest office, the OIC coordinates U.S. delegates' participation in multilateral intergovernmental conferences. The responsibility flows from the Secretary of State's preeminent role in U.S. foreign affairs. In this respect, the office's mission is to make sure that U.S. involvement in multilateral conferences is successful.

Budget analyst Terry Keating, left, confers with program officer Margaret Morrisey.



To accomplish its mission, the office has divisions for programs and administration.

The program division processes accreditation and credentialing requests for official U.S. participants. The division ensures that the United States is well represented in multilateral international conferences and that U.S. delegations are the right size to achieve U.S. foreign policy objectives. The division also addresses overall budget issues like travel and funding for



Program assistant Christine Yuan-Winter compiles reports to Congress.



Frank Provyn has directed the OIC since 1985.

accredited U.S. delegations and provides required reports to Congress.

The administrative division coordinates and oversees logistical support to U.S. delegations. At its most basic level, the division assists in preparing travel orders, informing travelers and providing other documentation. For larger delegations, the division develops budgets, coordinates plans and negotiates with vendors for accommodations, control



The Asia Pacific Economic Cooperation forum is one of many conferences the OIC supports.

rooms, computers, communications, telephones, local transportation and temporary secretarial staff.

Administrative officers also coordinate representation-al events. When the U.S. delegations are particularly large, officers will survey sites before the events and give on-the-ground supervision and logistical assistance dur-

ing the conferences. In this role, officers travel extensively. They also coordinate support for larger conferences with local U.S. missions.

The OIC is involved in a wide range of UN-related conferences and meetings outside the UN framework. These include smaller technical meetings and larger familiar ones like the United Nations General Assembly, the International Atomic Energy Agency, the

Organization of American States, the Organization for Economic Cooperation and Development and the Asia Pacific Economic Cooperation forum.

The office does not typically support bilateral meetings, according to Frank Provyn, office director. A member of the Senior Executive Service and director of the OIC since 1985, Mr. Provyn praised his team of Civil Service and Foreign Service employees as the best in the business.

"They know their stuff, they work hard and they make things happen successfully," the federal executive said.

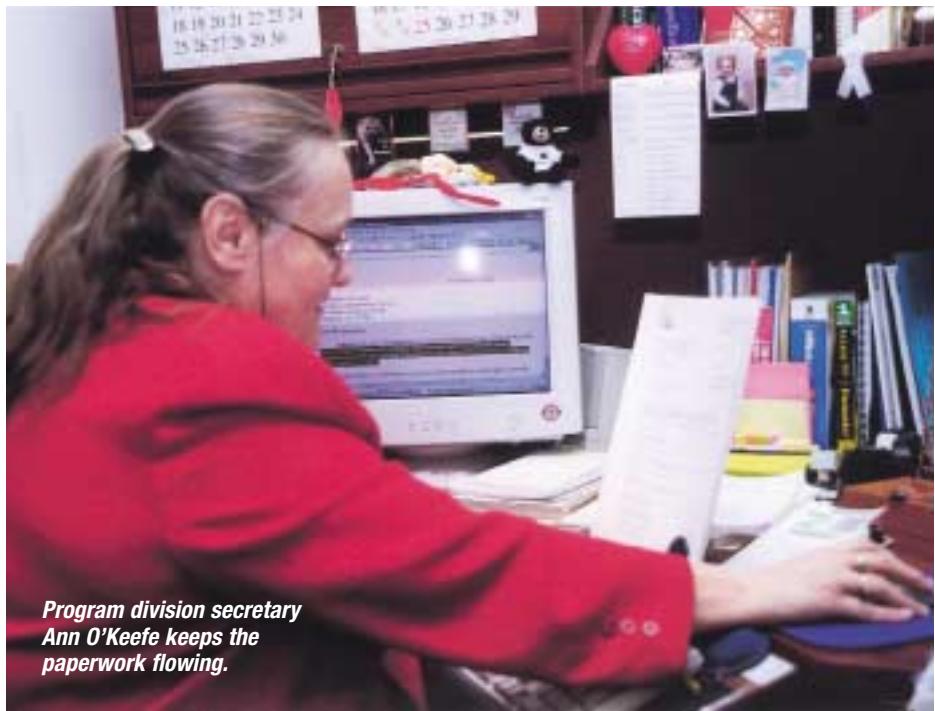
The OIC manages some conferences when the United States serves as host. The most recent and



Seattle was the site of the WTO in 1999.



Photo by Ed Gifford/Masterfile

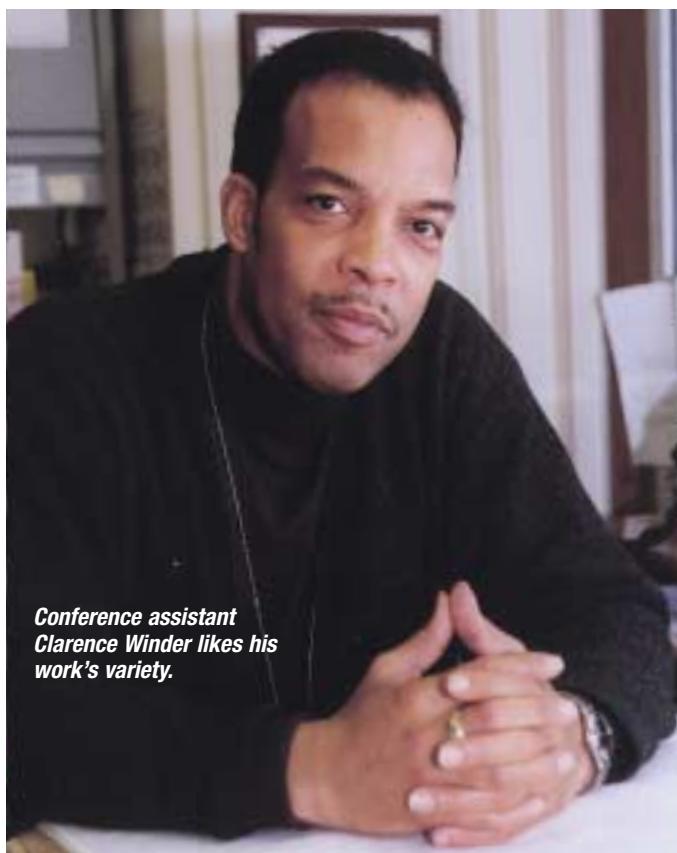


Program division secretary
Ann O'Keefe keeps the
paperwork flowing.

The OIC evaluates requests for its help within the context of competing needs, staffing and budgetary limitations. The office previously funded conference participants from State and other agencies through the International Conferences and Contingencies appropriation. That appropriation, however, has not been funded in recent years. While the OIC continues to process accreditation requests for both the Department and other agencies, funding support is now restricted to State Department conference requirements. ■

Ms. Lenet heads the program division and Ms. Stemplinski is senior administrative officer in the OIC.

familiar of these was the World Trade Organization Ministerial in Seattle in 1999. For that meeting, with more than 9,000 attendees, the OIC coordinated with White House, State Department and other agency staff; gathered and evaluated bids from a number of interested cities; and arranged lodging, transportation, temporary support staff; and phone and Internet connections.



Conference assistant
Clarence Winder likes his
work's variety.

Conferences OIC Supported in 2001

- ◆ APEC (Asia Pacific Economic Cooperation) meetings in Beijing, Shenzhen, Dalian and Shanghai, China
- ◆ GDIN (Global Disaster Information Network) meeting in Canberra, Australia
- ◆ OAS (Organization of American States) General Assembly in San Jose, Costa Rica
- ◆ OAS CITEL PCC III (Inter-American Telecommunications Commission Permanent Consultative Committee) in Ottawa, Canada
- ◆ UNFCCC (UN Framework Convention on Climate Change) meetings in Bonn, Germany, and Marrakech, Morocco
- ◆ IWC (International Whaling Commission) meeting in London, United Kingdom
- ◆ ASEAN (Association of Southeast Asian Nations) regional forum in Hanoi, Vietnam
- ◆ UN World Conference Against Racism, Racial Discrimination, Xenophobia and Related Intolerance in Durban, South Africa
- ◆ Net Diplomacy in Washington, D.C.

Treasuring the Arts

Rare Audubon Prints Rescued From Mold

It gets into everything: bread, cheese, jam and, yes, even art.

We're talking mold, and in a hot humid climate like Guyana's we're talking serious mold.

And seriously is how Judes Stellingwerf, a junior officer at the U.S. Embassy in Georgetown, took her discovery of mold growing beneath the glass and on rare prints of three hand-tinted, engraved copies of original watercolors by none other than John James Audubon.

Audubon's legendary work, "The Birds of America," published in England between 1827 and 1838, contained 435 prints. He interspersed his bird biographies with episodes on American life and his writings are considered a literary treasure as well.

The Georgetown prints, dating from 1832, are Audubon's life-like depictions of birds perched on

branches feeding on nectar, insects, wasps and berries. The colors are browns, greens and reds, accenting yellows and blues.

The prints were hanging in the embassy's conference room when Ms. Stellingwerf discovered they were dropped inside the frames of the prints. Left unchecked, they could have destroyed the rare prints within a week. Fortunately, that was not the case.

Ms. Stellingwerf, who has a master's degree in library history, contacted Jennifer Loynd, who manages curatorial services in the interior design and furnishings division of Overseas Buildings Operations. Ms. Loynd advised the junior officer-sleuth to crate and ship the prints directly to a conservation studio at the Shakespeare Folger Library in Washington, D.C.

At the Folger, the prints became the wards of conservator J. Franklin Mowery. Mr. Mowery saw problems that were nearly invisible to the naked eye. For example, he found mold colonies, which he removed with a vacuum aspirator. He also detected deposits imbedded in the prints from insects and other foreign matter, which he removed with a scalpel under magnification. The prints were then dry-cleaned to remove any remaining surface dirt and debris.

The curator was able to reduce stains on the prints by careful spot washing and covering the discolored areas

Continued on page 18



Photo by Judes Stellingwerf

Friends of Art to Be Honored

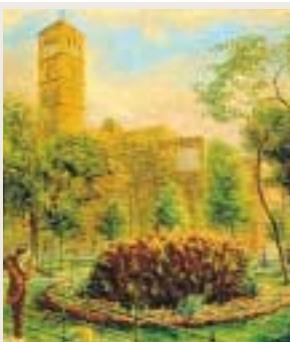
President and Mrs. Bush will honor the Friends of Art and Preservation in Embassies at a reception scheduled to be held in the spring, according to Lee Kimche McGrath, executive director.

The reception and other events, originally scheduled for Sept. 12-14,

were postponed because of the Sept. 11 terrorist attacks on America.

FAPE is a nonprofit, tax-exempt foundation established in 1986 to enhance the representation of American culture in U.S. Embassies overseas. Besides contributing numerous works of American art, the foun-

dation also funds restoration projects at historic properties owned by the U.S. government overseas.



"Flower Bed, Washington Square" by John Sloan

State takes its holdings seriously

*Winfield House,
London*



*Ambassador's Residence,
Tokyo*



*Schoenborn Palace,
Prague*



Register Documents Special Overseas Holdings

The Department of State owns or has under long-term lease more than 3,500 properties at 265 posts worldwide. Among these, the Department holds title to more than 150 properties that have been identified as significant historically, architecturally or culturally. Building types include chanceries, residences, office buildings and housing. The Department also has a significant collection of fine and decorative arts in its inventory.

The Cultural Resources Committee, a multidisciplinary working committee in Overseas Buildings Operations, provides expert advice and guidance on the recognition, documentation and preservation of significant cultural property overseas that the Department owns or controls.

The committee maintains the official inventory of these significant properties, develops guidelines for their preservation and ensures that preservation policy is applied consistently and coherently.

The Secretary of State's Register of Culturally Significant Property serves as the official listing of important diplomatic overseas architecture and property that figure prominently in U.S. international heritage. The register is similar to the U.S. National Register of Historic Places maintained by the Secretary of the Interior. While

*Palazzo Margherita
and Twin Villas,
Rome*



Photos courtesy of Overseas Buildings Operations

designation is honorific and does not restrict the alteration or sale of the property, it establishes a framework for the Department to serve as the professional stewards of properties requiring special consideration.

The responsibility for maintaining these special properties and objects resides in Overseas Buildings Operations. ■



During the White House reception, FAPE will announce the completion of its Millennium project, the Gift to the Nation, a collection of 245 works of American art. The works, donated by FAPE and project members, artists, corporations, private collectors and galleries, will be placed permanently in U.S. Embassies throughout the world.

"Deep Blue C" by Elizabeth Murray

Other events scheduled in connection with the project are a tour of the State Department, an address by presidential historian Michael Beschloss, a dinner at the new Italian embassy, private tours of art exhibitions and a dinner at the Library of Congress in honor of Secretary and Mrs. Powell.

Photos courtesy of Friends of Art and Preservation in Embassies



*"Reflections on Senorita"
by Roy Lichtenstein*

Rare Prints

Continued from page 16

with new paper. The priceless prints also had begun to buckle, a problem solved by controlled humidification, flattening and drying. The procedures were repeated until the prints remained relatively flat without help.

The conservation process took several months, according to Ms. Loynd.

"Usually we hire local specialists for projects like this one," she said, "but the condition of these valuable prints was so fragile that I thought it best to bring them to Washington, D.C."



Photo by Judes Stellingwerf

She commended the post for discovering the problem, determining that a local solution was unlikely and seeking support from headquarters staff.

The restored prints arrived home safely in August and they are now displayed proudly in the ambassador's office. ■

Readers Respond to Survey

The Post of the Month feature enjoys wide popularity among *State Magazine* readers, including active duty and retired Foreign Service and Civil Service employees, according to a readership survey conducted during late September and early October.

The survey, conducted electronically and by mail of an approximately 500-strong random sample of employees stateside and overseas, found wide support for changes introduced to the magazine since the last survey in 1996. The most significant of these was color, a feature since November 1999.

Readers also welcomed two new features: the Bureau and Office of the Month. Features generally got high marks from the 48 percent of readers who responded to the survey. Of those respondents, 45 percent were Civil Service employees; 24 percent Foreign Service employees; 17 percent retirees; 10 percent Foreign Service National employees; and 4 percent from other agencies.

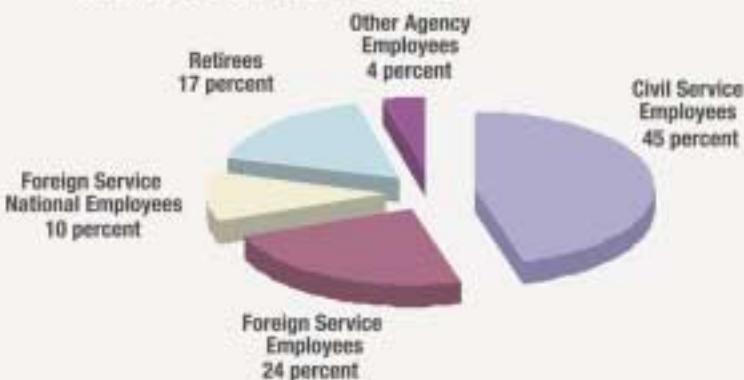
While the hard-copy edition of the magazine remains the preferred medium for 58 percent of the readers, 21 percent of the respondents said they read the magazine online and 21 percent indicated they read the magazine in both hard- and soft-copy formats. The magazine has been on the Internet since 1996 and on the Department's Intranet since 2000.

The majority of readers, 62 percent, said they read the magazine frequently, 34 percent said occasionally and 4 percent said never. Asked how timely distribution was during the past 12 months, 57 percent responded more timely, 34 percent said less timely and 9 percent said seldom timely.

Respondents overall said they were pleased with the product and would like to see more features and news in the monthly magazine, which began as a typewritten newsletter in 1947.

For more survey details, visit the Department's Intranet (<http://hrweb.hr.state.gov/er/statemag/>) or the Internet (www.state.gov/m/dghr/statemag).

Who Responded to the Survey?



State Welcomes Disabled Students

Programs promote awareness and mentoring

Story by Brenda Ross

Photos by Shawn Moore

The State Department participated recently in its second annual National Disability Employment Mentoring Day. The day allows young people with disabilities to gain insight into career options in government and the private sector through personal mentoring. It also provides new and often eye-opening perspectives to employers concerning the full, on-the-job qualifications of persons with disabilities.

The Office of Civil Rights organized and sponsored mentoring day to help the students evaluate their own personal goals, target possible career paths or, at times, to develop a lasting mentor relationship. On this particular day, young people with disabilities, ages 16 to 22, spent a day in the Department shadowing employees through a normal workday and touring public areas and offices.

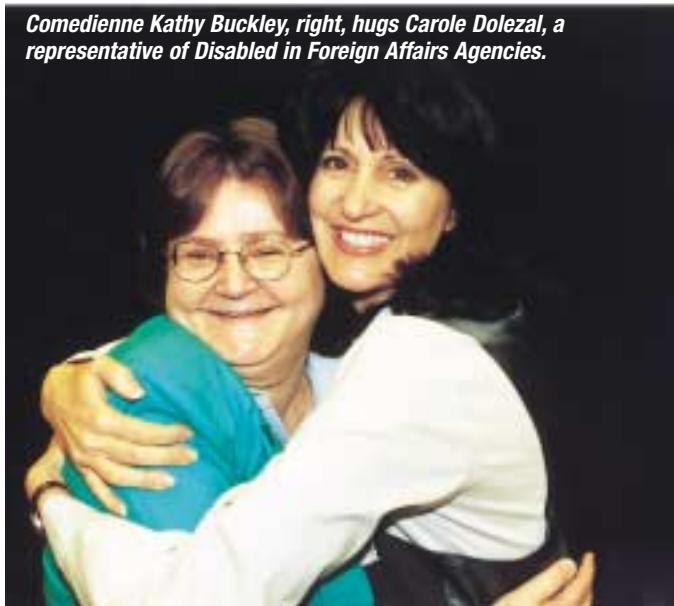
Disabled students from Howard University, Cardoza Senior High School and the Very Special Arts School of Washington, D.C., were paired with Department employees according to the students' interests and career goals. Elizabeth Akinola, for example, a visually impaired law student at Howard University, was paired with a lawyer in the Office of the Legal Adviser.

At an opening ceremony in the Harry S Truman Building's Delegates Lounge, the students learned about the Department and were briefed on the day's agenda.



During disability mentoring day, June Carter Perry, left, Diplomat-in-Residence at Howard University, chats with Chakesha Bowman, a Howard student.

Comedienne Kathy Buckley, right, hugs Carole Dolezal, a representative of Disabled in Foreign Affairs Agencies.



Over refreshments, they met informally with their mentors from the Diplomatic Security, Consular Affairs and Public Affairs and the Office of Legal Adviser.

During the day-long program, the students toured the eighth-floor reception area, where Deputy Secretary Richard Armitage greeted them. Following lunch, Lynn Cassel, director of the Office of Press Relations, briefed the students on the history and activities of the Press Office. They also met briefly with the Secretary.

June Carter Perry, Diplomat-in-Residence at Howard University, applauded the participation of Howard students in this year's program. She said she is responsible for developing and expanding student interest in international affairs at Howard and for counseling diverse candidates about domestic and overseas career opportunities in the Department. She noted that the Department and the university had signed an agreement to strengthen their relationship through cooperation.

In another event focused on disability awareness, Kathy Buckley, America's first hearing-impaired comedienne, made Department employees do something unusual in the Dean Acheson Auditorium: they laughed. Though hearing-impaired since birth, Ms. Buckley has overcome her disability and forged a career as a comedienne, actress, motivational speaker and humanitarian. Paul Schafer was the program's master of ceremonies.

Ms. Buckley made it clear that she is more than a comic. Explaining that her humor has a higher purpose, she said she uses personal experiences to humor and educate others. "My comedy disarms people. I love to make people laugh, but I love it even more if I can teach them something at the same time." ■

The author is equal employment manager in the Office of Civil Rights.

Sarah Fuller tries her hand at sawing.



Joining Hearts and Hands in Kenya

Story and photos by Jo Ellen Johnston Fuller

Hearts and hands were joined recently in rural Kenya when a group of about 30 U.S. Embassy employees and family members joined Habitat for Humanity for a weekend to help build homes for three families.

Lime-green rice paddies and flowering jacaranda trees brightened the drive to the work site east of Mt. Kenya. But beyond the lush countryside there were sober reminders for embassy employees of just how much poverty remains beyond Kenya's capital.

When the group arrived, they erected 13 pop-up tents—a far cry from building permanent housing—on a plot of church land. Local Habitat for Humanity workers and volunteers seemed awed by what Americans consider essential for a weekend trip—sleeping bags, pillows, air mattresses and coolers—unloaded from four-wheel-drive vehicles. Prior to the group's arrival, members of the local Habitat Kenya committee had erected solar showers, cleaned the pit latrines and organized meals.

After the first evening meal of stew, rice, sukumawiki (a spinach-like vegetable) and fruit, Jerry McCann, director of Habitat for Humanity in Kenya, briefed the volunteers on what to expect the next day. In case anyone had illusions of construction grandeur, the director diplomatically set them straight. He made it clear that there was no shortage of labor in Kenya and that these houses eventually would be built with or without embassy assistance. He said the intercultural exchanges that would take place during the project would be the weekend's most important goal.

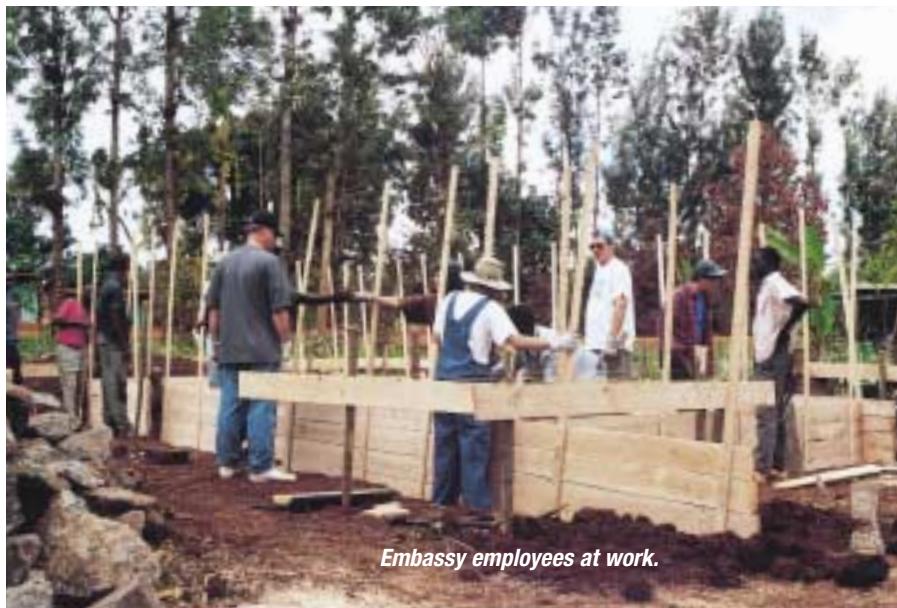
This was a special occasion for Mr. McCann for another reason. One of the weekend volunteers, Ambassador Johnnie Carson, had sworn him in as a Peace Corps volunteer in Uganda a decade ago. A former construction engineer in California, Mr. McCann gave up a prosperous Newport Beach business to pursue humanitarian assistance and development work.

During a question and answer session, the volunteers learned that the greatest challenge of the Habitat program is to build trust in the community approach and resist the temptation of dispensing paid jobs to friends or family over qualified applicants.

The next morning, the "wanna-be builders" divided into three groups and set off enthusiastically to measure, hammer and saw at three chosen sites. Each group was assigned a partially completed structure under the supervision of a fundi (skilled builder). Robert, our fundi, spoke Meru, Kiswahili and English and seemed to have no misconceptions about the inexperienced crew he inherited. He had supervised many tenderfoot work groups before and realized his workload would not be diminished. Volunteers quickly dispensed lessons in sawing and hammering unseasoned bowed planks. Few appeared proficient at either task, though everyone seemed eager to advise others.

By noon, the sun and physical work had taken its toll. Everyone was ready to break for lunch, which was provided by the future homeowner. The wife and two children showed their gratefulness by serving a generous lunch of rice, cabbage, stew, water, tea and papaya.

During an afternoon walk to a nearby finished Habitat house, volunteers met a widow with five children who had moved into her completed structure. On her wooden



Embassy employees at work.

front door, she had placed a sticker of Exodus 15:2 and on each side of her entryway two broken clay flowerpots filled with geraniums. She said she was making the required monthly payment on the loan she acquired to build her house through the sale of coffee beans, the major cash crop in the area, and with earnings from the sale of vegetables from her tiny garden. Unfortunately, the lack of rain hadn't helped.

By the end of the day, the group of sweaty, sunburned, flushed wazungus (foreigners) felt they had accomplished a fair amount. Trusses had been built, planks nailed to foundations and one group had even started erecting the walls of a house. Upon leaving, the construction crew joked



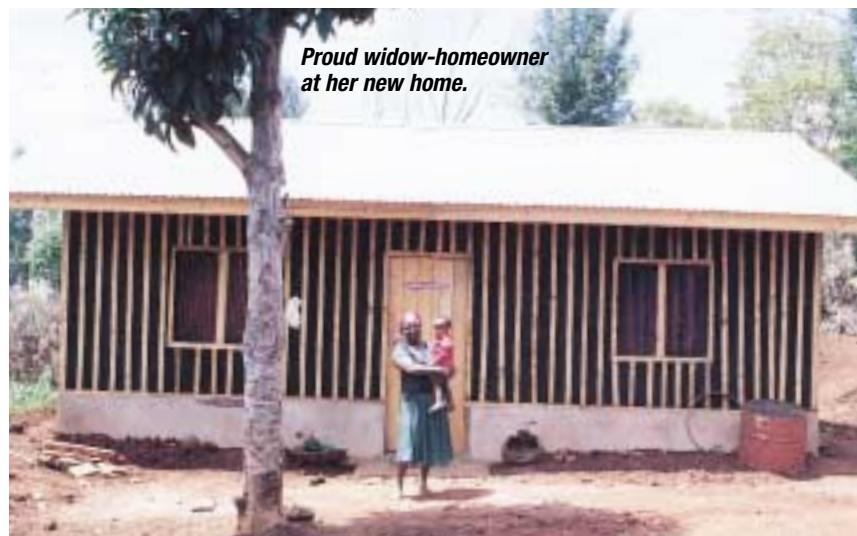
The author with homeowner and child.

Photo by Flynn Fuller

that it would take them 10 days to build a house with our help and five days without our help (at least, we thought they were joking!).

The Habitat director's words about intercultural exchange being more important came true. Getting to know some of the national board members and other Kenyans enriched the volunteers' lives. The hope in each country where Habitat operates is to eventually place all ownership of the projects in national hands. For more information about the HFH Kenya program, click on <http://www.hfhkenya.or.ke>. ■

The author, former community liaison officer in Dhaka, teaches at the International School of Kenya. Her husband, Flynn Fuller, is with USAID.



Proud widow-homeowner at her new home.

Nicknamed "the Rev. Ruth" by the Secretary, Director General Ruth Davis delivers an impassioned introduction at the retirement ceremony.



Photo by Michael Gross

Secretary Powell Honors Retirees



Robert Sadler and his dad "Hal" strike a father-and-son pose in the Benjamin Franklin Room.

Photo by Dave Krecke

More than 100 retirees, representing a staggering 2,400 years of government service, gathered on a balmy last day of November for the annual retirement ceremony in the Benjamin Franklin Room. The U.S. Army String Quartet filled the hall with beautiful music.

Ambassador Ruth A. Davis, director general of the Foreign Service and director of Human Resources, presided over the event and introduced the Secretary.

Secretary Powell, a retiree of sorts himself, heartily thanked the employees for their service to their country and to the Department, assuring them that they will always belong to the State family and extending them a warm welcome to return. He urged his audience to enjoy their new freedom by spending time with their families and pursuing interests they lacked time for during their working lives.

He reminded his listeners that they remain a valuable resource, as recruiters to bring talented young people to this exciting work and as experienced interpreters of the Department's mission for citizens unsure about what the State Department does.

After his brief remarks, Secretary Powell shook hands and posed for photos with each of the employees as Ambassador Davis read their names. The group, Civil Service and Foreign Service employees who had retired since last year's ceremony, came from 23 states and the District of Columbia. They spoke 24 different languages, from Arabic to Urdu, and had served in every region of the world. Six ambassadors were among the honored retirees.

Like the Secretary, several of the retirees joined State after serving in the military. Commissioned in the U.S. Navy in 1959, Del Junker retired 20 years later. He then embarked on a Foreign Service career, starting at the bottom as a junior officer in 1981. Mr. Junker retired for a second time just this year. Harold "Hal" Sadler had a similar experience. A Vietnam veteran



Photo by Michael Gross

Secretary Powell greets Sandra Ulmer, a veteran secretary on the 7th floor.

who earned a Bronze Star in combat, Mr. Sadler retired after a 20-year military career. He worked 10 years as a civilian for the Department of Defense and was wooed away by State for another 10 years

as an accounting officer. His son Robert, a London School of Economics graduate and an employee at Sally Mae, attended the ceremony. It was impossible to tell who was prouder, father or son.

Clarnice Holmes began her Civil Service career with State in 1959 in the Bureau of Cultural Affairs. She shifted to the U.S. Information Agency in 1978 when the agency assumed responsibility for educational and cultural affairs. She returned to State during the USIA merger two years ago, having seen more than her share of reorganizations. Thomas Hairston, another Civil Service employee, joined the Department the same year, 42 years ago. These two employees served under 10 different presidents.

She may not have served as many presidents, but in 37 years in the Foreign Service, Elaine E. Ott served in 11 different posts. That's a lot of packing and unpacking.

Sandra Ulmer, who joined the Department as a secretary in 1964, may have spent more time on the 7th floor's "Mahogany Row" than any other employee. She worked for decades in the offices of under secretaries in three different bureaus.

After the Secretary had greeted all of the retirees, the honored guests and their families enjoyed refreshments at a post-ceremony reception. ■

They came from 23 states, speaking 24 languages

Retirees Marjorie Ransom and Stanley Silverman chat during the reception that followed the ceremony.



Photo by Dave Krecke



The Debub Nigat Circus performs in southern Ethiopian marketplace.

A Circus with a Purpose: Troupe Spreads HIV/AIDS Prevention Messages

By Larry Andre

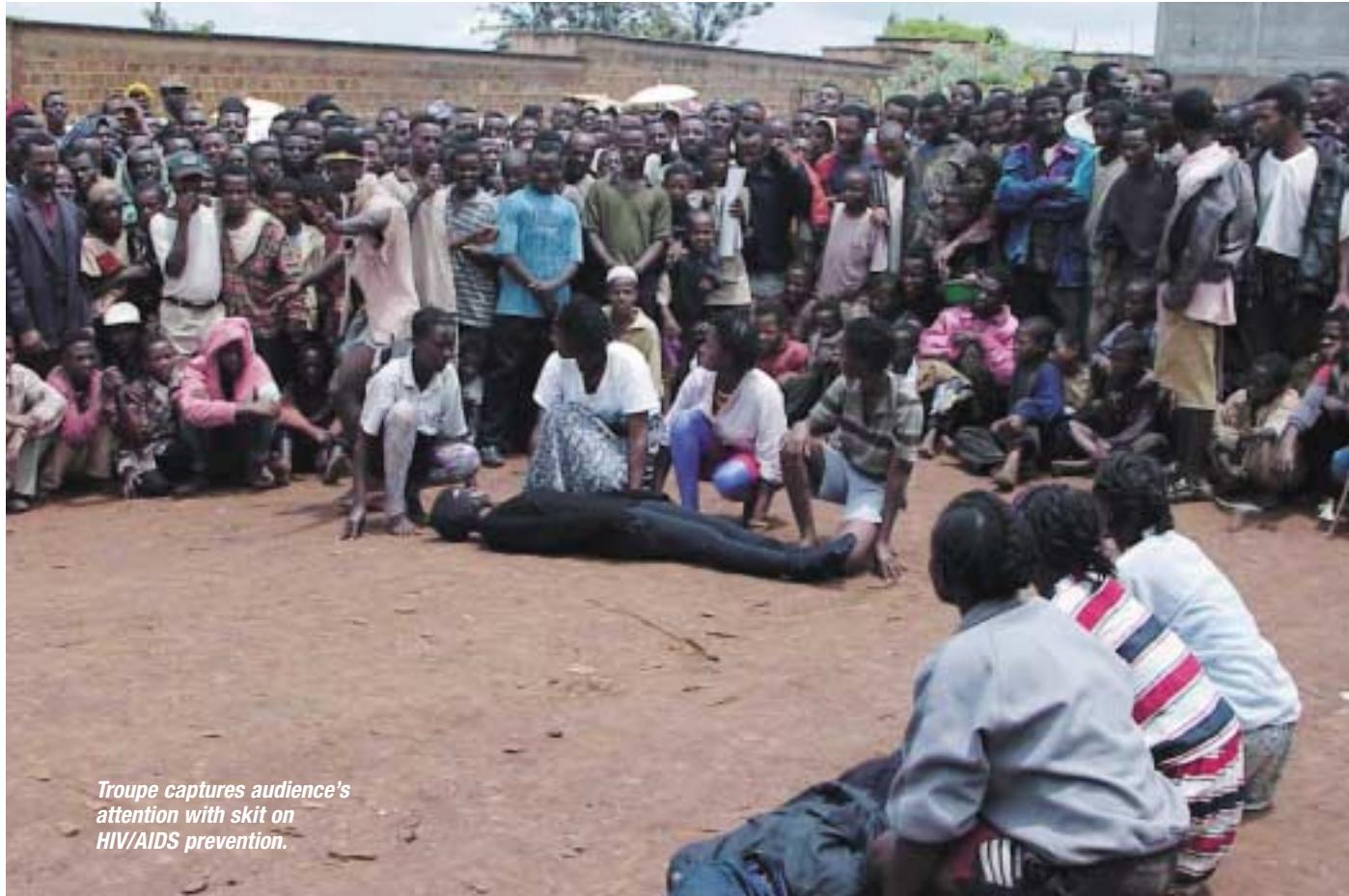
When the Debub Nigat Circus comes to town, lives are saved.

The circus troupe from southern Ethiopia, made up entirely of AIDS orphans ranging in age from 7 to 19, communicates HIV/AIDS prevention messages through public performances in rural marketplaces throughout southern Ethiopia. In return, the performers receive education, vocational training and room and

board at the Awassa Vocational Training and Debub Nigat Circus Center.

David Schein, a Chicago-based specialist in public outreach through street theater, helped the performers develop skits about HIV/AIDS prevention, combining acrobatics, comedy, drama, dancing and singing. The troupe's success with largely illiterate rural communities caught the attention of Vathani Amirthanayagam, health officer with the U.S. Agency for International Development in Ethiopia.

At the same time, the Department's Bureau of Oceans and International Environmental and Scientific Affairs announced a mini-grant initiative to fund public diplomacy projects that advanced key OES issues. Jennifer Payne, who works in the bureau's Regional Environment Office for East Africa, based at the U.S. Embassy in Addis



Troupe captures audience's attention with skit on HIV/AIDS prevention.

Ababa, was consulting with colleagues about potential outreach projects to fund.

When she learned about the circus performers, she knew she had a winning proposal. Diplomatic support for international efforts against the further spread of the HIV/AIDS pandemic is the principal OES concern.

Embassy staff cooperated in crafting a proposal to employ the circus to promote HIV/AIDS prevention in

remote communities along the truck route linking Ethiopia and Kenya, where HIV/AIDS prevalence rates are usually significantly higher. OES approved a grant for \$2,000. The modest sum financed 30 performances at 10 venues along the southern truck route, attracting an estimated 30,000 spectators. To boost attendance, performances took place on each town's weekly market day. Officials estimate that for every dollar spent, about 15 people received the HIV/AIDS prevention message.

Efforts are under way for the Debub Nigat Circus to perform at refugee camps in the region and at a U.S. Fish & Wildlife-financed wildlife conservation seminar for leaders of traditional peoples in the southernmost reaches of Ethiopia.

In Washington, D.C., meanwhile, OES is planning to repeat this successful funding initiative to encourage more creative and collaborative public diplomacy programs. ■



Girma Melesse, director of the Debub Nigat Circus and Vocational Training Center, displays grant document.

The author is regional environmental officer at the U.S. Embassy in Addis Ababa.

STATE OF THE ARTS

Upcoming Calendar

- ◆ **Jan. 23** Pianists Bob Snyder and Rosanne Conway celebrating Black History Month
- ◆ **Feb. 13** Violinist Timothy Schwarz and Chancellor String Quartet perform music of Joseph Goodrich
- ◆ **Feb. 27** Classical pianist Kinesha Forbes celebrating Women's History Month
- ◆ **March 13** Sirocco, women's woodwind quintet, and pianist Li-Ly Chang
- ◆ **March 27** Tenor Jose Sacin and pianist Anastassia Ivanova
- ◆ **April 10** Classical pianist Wayne Dorsey
- ◆ **April 24** Pianist Marcos Galvany, violinist Naomi Burns and soprano Karla Rivera perform music of Marcos Galvany
- ◆ **May 8** Piano students from Georgetown University and the State Department
- ◆ **May 22** Cellist James Wilson

*Performances are on Wednesdays at 12:30 p.m.
in the Dean Acheson Auditorium.*



*Chancellor
String Quartet.*

Celebrating the Guitar

By John Bentel

The State of the Arts Cultural Series and The Foreign Affairs Recreation Association celebrated the guitar during its most recent series.

Opening the series was the Aurora Guitar Quartet with guitarists Christopher Dunn, Rafael Padron, Akiko and Keishi Sumi. Next up was Francesc De Paula Soler, called the Poet of the Guitar for his sensitive playing of Latin American music. He performed *Scherzino Mexicano* by Manuel Ponce and *Batucada* by Isais Savio. He concluded his program with the fiery dance *Chopi* by Pablo Escobar.

Guitarist Paul Moeller and his wife, cellist Keranca Moeller, performed Bach's *Sonata No.#1 in G, BWV 1027, Adagio and Allegro ma non tanto* before fast-forwarding to contemporary Radames Gnattali's *Sonata for Cello and Guitar*. They concluded their program with Heitor Villa-Lobos' *Bachianas Brasileiras No. 5*.

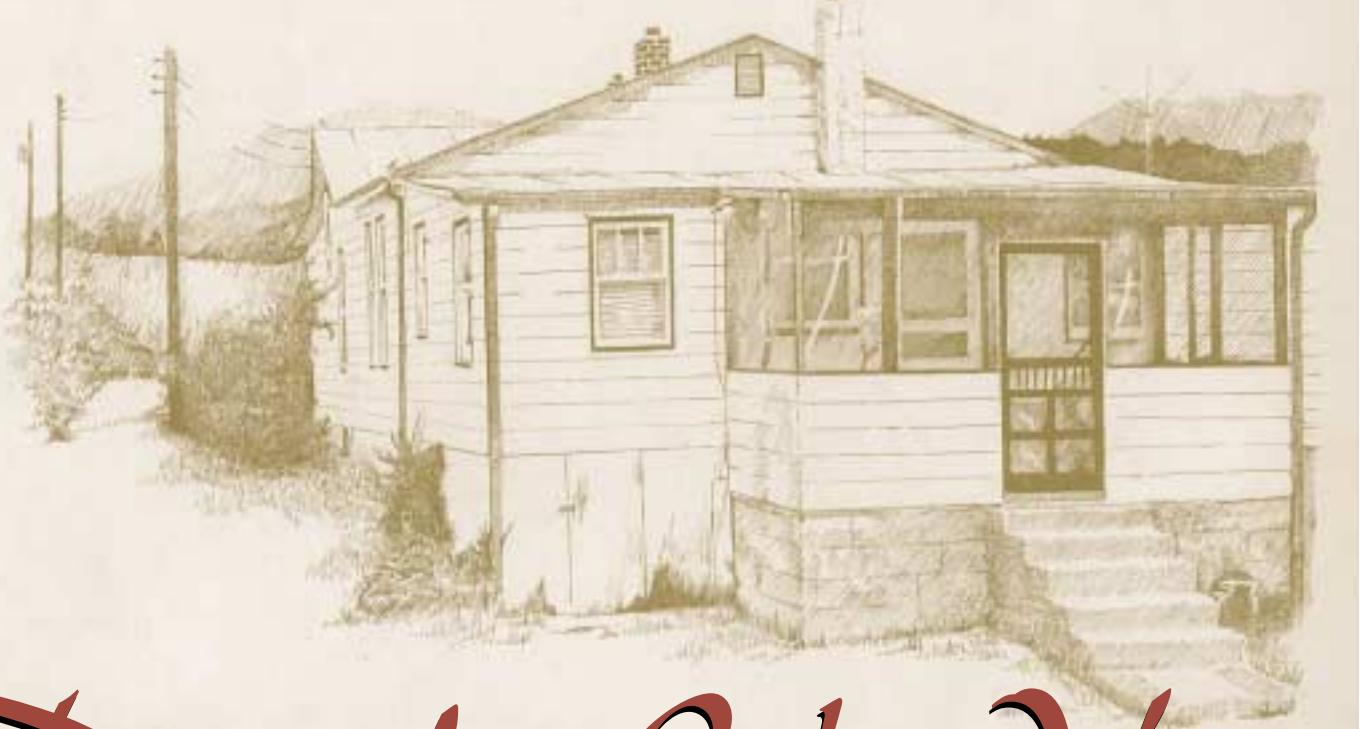
"Ragtime Bob" Darch humored and enlightened his audience with songs from the saloon circuit. One of the first professional ragtime entertainers since the heyday of ragtime music, Mr. Darch, who is 81, helped revive the careers of Eubie Blake, Charlie Thompson and Joe Jordan. He has organized and launched ragtime festivals throughout the United States and Canada. ■



Bandura Ensemble

The author is a computer specialist in the Executive Secretariat.

The Farm House



People Like You

Financier prefers putting pen to paper in other ways

The Statue



Give Paul Soma some paper and a pen and you might get a masterpiece.

A financial assistant who's usually seen at the cashier's office of the travel service center dispersing money to employees, Mr. Soma has been with the Department since 1988. His flare for sketching began in high school, where he did some cartooning, and continued on during college at James Madison University, where Mr. Soma took a few art courses but ended up majoring in finance. Mr. Soma has

a penchant for sketching homes and people. A recent photo-like sketch of the Blair House, the President's official guest

residence, graced the cover of November's State Magazine. He enjoys black-and-white creations best, calling them "simpler and more interesting to look at." He also enjoys foreign cartoons.

Volume isn't one of his artistic goals. Mr. Soma said he usually completes just a handful of sketches per year, mostly "by request or inspiration."

Paul Soma serves a customer at the travel service center in the Harry S Truman Building.

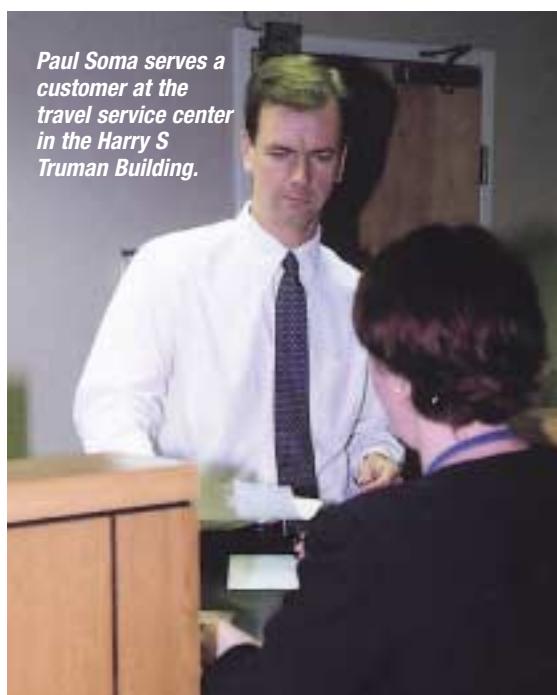


Photo by Paul Koscak

APPOINTMENTS

U.S. Ambassador to Spain and Andorra. George Argyros of California is the new U.S. Ambassador to Spain and Andorra. At the time of his appointment, he was chairman and chief executive officer of Arnel and Affiliates, a diversified investment company in Costa Mesa, Calif. Mr. Argyros served on the Advisory Committee for Trade Policy and Negotiations during the Reagan Administration and on the board of the Federal Home Loan Mortgage Corp. during the first Bush Administration. He chairs the Richard Nixon Library and Birthplace Foundation and is founding chairman of the Nixon Center in Washington, D.C. He and his wife have three grown children.

U.S. Ambassador to Trinidad and Tobago. Roy L. Austin of Pennsylvania is the new U.S. Ambassador to Trinidad and Tobago. An associate professor of sociology at Pennsylvania State University, Mr. Austin specializes in criminology and has written numerous books and papers in the field. He and his wife Glynis have three children.



U.S. Permanent Representative on the Council of the North Atlantic Treaty Organization. R. Nicholas Burns of Massachusetts, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Permanent Representative on the Council of the North Atlantic Treaty Organization, with the rank of ambassador. He was U.S. Ambassador to Greece from 1997 to 2001 and the Department spokesman and principal deputy assistant secretary for Public Affairs from 1995 to 1997. Earlier, he served on the National Security Council staff as special assistant for Russia, Ukraine and Eurasia. A Foreign Service officer since 1980, Mr. Burns has also served in Jerusalem and Cairo. He and his wife Elizabeth have three children.



U.S. Ambassador to the Federated States of Micronesia. Larry Dinger of Iowa, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Federated States of Micronesia. He was deputy chief of mission and chargé d'affaires in Kathmandu and Suva. He also served in Mexico City,

Jakarta and Canberra. Before entering the Foreign Service, Mr. Dinger was a member of the U.S. Senate staff. Before that, he served as a U.S. Naval officer in Vietnam. He and his wife Paula have three children.



U.S. Ambassador to the Republic of South Africa. Cameron R. Hume of New York, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of South Africa. He was special assistant to the U.S. Permanent Representative to the United Nations from 2000 to 2001 and U.S. Ambassador to Algeria from 1997 to 2000. He was political minister in the U.S. Mission to the United Nations and deputy chief of mission in the U.S. Mission to the Holy See. Mr. Hume joined the Foreign Service in 1970 after serving in the Peace Corps in Libya. He has also served in Beirut, Tunis, Damascus and Palermo. He and his wife Rigmor have three children.

U.S. Ambassador to the Kingdom of Saudi Arabia. Robert W. Jordan of Texas, a partner in the Dallas law firm of Baker Botts L.L.P. since 1985, is the new U.S. Ambassador to the Kingdom of Saudi Arabia. A director of the State Bar of Texas since 2000, Mr. Jordan co-edited a volume on civil procedures and has contributed to Dallas Bar publications. He served on active duty as an officer in the U.S. Navy Reserve from 1968 to 1971. Mr. Jordan and his wife Ann have three children.

U.S. Ambassador to Turkmenistan. Laura E. Kennedy of New York, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to Turkmenistan. She was acting U.S. Representative and deputy chief of mission in the U.S. Mission to International Organizations in Vienna. Ms. Kennedy directed the Office of Central Eurasian Affairs and was deputy director of the Office of Jordan, Syria, Lebanon and Palestinian Affairs in the Bureau of Near Eastern Affairs. In her 26-year Foreign Service career, she also served in Ankara, in Vienna on an earlier tour and in Moscow, twice. She and her husband John Feeney have two children.



U.S. Ambassador to the Republic of Finland. Bonnie McElveen-Hunter of North Carolina, founder and president of Pace Communications, is the new U.S. Ambassador to the Republic of Finland. She has been president and chief executive officer of Pace, the largest custom publishing company in the United States, since 1973. Ms. McElveen-Hunter is a member of the international board of directors of Habitat for Humanity. She and her husband Bynum Merritt Hunter have one son.



U.S. Ambassador to the Republic of Rwanda. Margaret K. McMillion of the District of Columbia, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the Republic of Rwanda, returning to the post of her first Foreign Service assignment. She directed the Office of Analysis for Africa in the Bureau of Intelligence and Analysis. She was deputy chief of mission in the U.S. Embassy in Vientiane from 1996 to 1999. Her Foreign Service career began in 1975, and she has also held assignments in Thailand (two tours), South Africa and Taiwan.

U.S. Ambassador to the Federal Republic of Yugoslavia. William D. Montgomery of Pennsylvania, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Federal Republic of Yugoslavia. He has served as chargé d'affaires with designated chief of mission status in Belgrade since reestablishing embassy operations there in October 2000. He was U.S. Ambassador to Croatia from 1997 to 2000 and to Bulgaria from 1993 to 1996. He was Special Adviser for Bosnia Peace Implementation during 1996 and 1997. He served as deputy chief of mission in Sofia and in Dar es Salaam. During a 27-year Foreign Service career, Mr. Montgomery has also held assignments in Moscow and earlier in Belgrade. He and his wife Lynne have three children.



U.S. Permanent Representative to the Organization of American States. Roger F. Noreiga of Kansas, a senior professional staff member of the U.S. Senate Committee on Foreign Relations, is the new U.S. Representative to the Organization of American States, with the rank of ambassador. He was on the Foreign Relations Committee staff from 1997 to 2001 and on the staff of the Committee on International Relations of the U.S. House of Representatives from 1994 to 1997. Mr. Noreiga was a senior adviser for public information at the Organization of American States from 1993 to 1994. From 1990 to 1993 he was a senior policy adviser and alternate U.S. Permanent Representative in the U.S. Mission to the Organization of American States.

U.S. Ambassador to the Republic of Armenia. John M. Ordway of California, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Armenia. He was deputy chief of mission (1999 to 2001) and minister-counselor for political affairs (1996 to 1999) in the U.S. Embassy to the Russian Federation. From 1993 to 1995, Mr. Ordway served as deputy political adviser in the U.S. Mission to NATO in Brussels. He directed African Affairs at the National Security Council from 1992 to 1993 and was deputy director of the Department's Office of Soviet Union Affairs from 1990 to 1992. In addition to three tours in Moscow and one tour at NATO, Mr. Ordway served in Prague early in his career. He and his wife Maryjo have two children.

U.S. Ambassador to the Republic of Portugal. John N. Palmer of Mississippi, a telecommunications pioneer, is the new U.S. Ambassador to the Republic of Portugal. The chairman of GulfSouth Capital, Inc., in Jackson, Miss., Mr. Palmer chaired SkyTel from 1989 until the firm was sold to WorldCom 10 years later. President George H.W. Bush appointed him to the President's Export Council as a private sector adviser to the Secretary of Commerce from 1988 to 1992, and President Reagan named him private sector trade adviser to the Office of the U.S. Trade Representative from 1982 to 1986. Mr. Palmer chaired the board of Mobile Communications Corp. of America in Jackson, Miss., from 1973 to 1989. From 1961 to 1973, he headed his own accounting firm, J.N. Palmer & Associates. As a member of the U.S. Army Reserve, he served on active duty from 1957 to 1958. He and his wife Clementine have four children.

U.S. Ambassador to the State of Qatar. Maureen Quinn of New Jersey, a career member of the Senior Foreign Service, class of Counselor, is the new U.S. Ambassador to the State of Qatar. She was deputy chief of mission and chargé d'affaires in the U.S. Embassy in Morocco from 1998 to 2001. She served as deputy executive secretary in the Executive Secretariat from 1997 to 1998. Since joining the Foreign Service in 1981, she has also served in Karachi, Conakry and Panama City.

U.S. Ambassador to the Republic of Côte d'Ivoire. Arlene Render of Virginia, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Côte d'Ivoire, where her Foreign Service career began as vice consul 31 years earlier. She directed the Office of Southern African Affairs in the Bureau of African Affairs and served as U.S. Ambassador to Zambia from 1996 to 1999. She directed the Office of Central African Affairs from 1993 to 1996. Ms. Render was U.S. Ambassador to The Gambia from 1990 to 1993 and deputy chief of mission in the U.S. Embassy in Accra from 1986 to 1989. Since joining the Foreign Service in 1970, she has also served in Kingston, Brazzaville, Genoa and Tehran. Ms. Render is single and has two adopted children.



U.S. Ambassador to the United Republic of Tanzania. Robert V. Royall of North Carolina, a banker, is the new U.S. Ambassador to the United Republic of Tanzania. At the time of his appointment he was chairman of the board of the National Bank of South Carolina, where he had served as chief executive officer from 1991 to 1995.

From 1995 to 1999, Mr. Royall was secretary of commerce for the state of South Carolina. He began his banking career in 1960 with the C&S Bank of South Carolina and held many management positions in the bank, rising to president and chief executive officer from 1974 to 1986. Mr. Royall and his wife Edith have three daughters.



U.S. Ambassador to Italy. Mel Sembler of Florida, chairman of The Sembler Co., one of the nation's leading shopping center developers, is the new U.S. Ambassador to Italy. He served three and one-half years as U.S. Ambassador to Australia during the first Bush Administration. As an international leader in the shopping center industry, Mr. Sembler was president of the International Council of Shopping Centers during 1986 and 1987. He was finance co-chairman for the state of Florida for the George Bush for President campaign in 1988 and finance chairman of the Republican National Committee from 1997 to 2001. Mr. Sembler served on President Ronald Reagan's White House Conference for a Drug-Free America and was an adviser on drug policy to President George H.W. Bush and to former Florida Governor Bob Martinez. He and his wife Betty have three sons.



U.S. Ambassador to the Kingdom of the Netherlands. Clifford M. Sobel of New Jersey, chairman of Net2Phone, Inc., is the new U.S. Ambassador to the Kingdom of the Netherlands. He was founder and chief executive officer of DVM & Bon-Art International of Newark, New Jersey, from 1971 to 1994, and a consultant to the firm from 1995 to 2001. He founded SJJ Investment Corp., of Short Hills, New Jersey, in 1993 and served as the corporation's chief executive officer until his ambassadorial appointment. Mr. Sobel is the author of several articles and commentaries on trade and defense issues. He and his wife Barbara have three children.

U.S. Ambassador to the Republic of Cameroon and the Republic of Equatorial Guinea. George M. Staples of Kentucky, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the Republic of Cameroon, serving concurrently as U.S. Ambassador to the Republic of Equatorial Guinea. He was U.S. Ambassador to the Republic of Rwanda from 1999 to 2001. Mr. Staples served as deputy chief of mission in the U.S. Embassy in Bahrain from 1996 to 1998 and in Zimbabwe from 1992 to 1995. During his 20-year career in the Department, he has also served in El Salvador, Uruguay, Equatorial Guinea and the Bahamas. He and his wife Jo Ann have one daughter.

Assistant Secretary for Oceans and International Environmental Scientific Affairs. John F. Turner of Wyoming, president and chief executive officer of The Conservation Fund since 1993, is the new assistant secretary for Oceans and International Environmental Scientific Affairs. He has been a partner in Triangle X Ranch, a guest ranch in Moose, Wyo., since 1960. Mr. Turner directed the U.S. Fish and Wildlife Service from 1989 to 1993 during the Administration of President George H.W. Bush. He was a Wyoming state representative from 1970 to 1974 and a state senator from 1974 to 1989. He has written extensively on environmental issues. Mr. Turner and his wife Mary Kay have three children.



U.S. Ambassador to the United Arab Emirates. Marcelle M. Wahba of California, a career member of the senior Foreign Service, class of Minister-Counselor, is the new U.S. Ambassador to the United Arab Emirates. She was public affairs officer in Cairo from 1999 to 2001, in Amman from 1995 to 1999, and in Nicosia from 1991 to 1995. She joined the Foreign Service with the U.S. Information Agency in 1986 and served as media coordinator and deputy policy officer in the agency's Office of Near Eastern Affairs. In her first overseas assignment with USIA, she served as press officer in the U.S. Embassy in Cairo. Before joining USIA, she was a grants officer for the American University in Cairo and a human resources specialist for the city of Seattle. Ms. Wahba is married to Derek M. Farwagi and has one step-daughter.

U.S. Ambassador to the Slovak Republic. Ronald Weiser of Michigan, founder and chief executive officer of McKinley Associates, a real estate management and investment firm, is the new U.S. Ambassador to the Slovak Republic. A member of the board and previous chairman of Quantumshift, an information technology company, Mr. Weiser was appointed by Governor John Engler to the Michigan State Officer's Compensation Commission, where he served as vice-chairman. He co-chaired Washtenaw County's United Negro College Fund for 12 years. He and his wife Eileen have three children.



Assistant Secretary for Nonproliferation. John S. Wolf of Maryland, a career member of the Senior Foreign Service, class of Minister-Counselor, is the new assistant secretary for Nonproliferation. At the time of his appointment, he was an examiner on the Board of Examiners. He served as special adviser to the President and Secretary of State for Caspian Basin Energy Diplomacy during 1999 and 2000. From 1996 to 1999, he was coordinator for Asian Pacific Economic Cooperation with the rank of ambassador. He was U.S. Ambassador to Malaysia from 1992 to 1995. During his 30-year Foreign Service career, Mr. Wolf also served in Perth, DaNang, Athens and Islamabad. He and his wife Mahela have two children.

PERSONNEL ACTIONS

Foreign Service Retirements		Civil Service Retirements	
Chan, Lai Weng Collins, James F. Del Prado, Guido A. Dinsmoor, Katherine L.	Ellis, Barbara Ann Dyson Gust, Sandra Jean Hamilton, Donna J. Hassani, Frederic C.	Johnson, Gregory L. Kincer, Linda Kay Parent, Kenneth W.	Rufener, Joan Marie Wells, Melissa F. Balzano-Larusso, Joanne Calhoun, Herbert L. Fath, Richard W. Gower, Eileen L. Hopper, Robert F. Lara, Elva R. McGrath, Karen A. Proctor, Rosemary G. Rhodes, Linda L. Stratton Jr., Arthur Paul Walton, Nyle Keith

OBITUARIES



Mary Carol Adams, 65, wife of deceased Foreign Service officer Madison M. Adams, died suddenly Oct. 31 in Spencer, N.C., of a brain aneurysm. She accompanied her husband throughout his Foreign Service career to Australia, Chile, Ecuador, Mexico, Liberia and Costa Rica.



William Lloyd Allie, 80, a retired Foreign Service officer, died June 24 at Good Samaritan Center in Brookings, Ore., after a long illness. Mr. Allie joined the Foreign Service in 1954 and served in Tehran, Beirut, Tunis, Benghazi, Tripoli, Khartoum, Dar es Salaam, Monrovia, Nha Trang and Washington, D.C. He retired in 1976. During World War II, he served in the U.S. Army's Rainbow Division.



Pamela A. Burton, 52, a senior Civil Service personnel officer, died of cancer June 14 at Georgetown University Hospital in Washington, D.C. She joined the State Department in the early 1970s and worked for the Bureaus of European Affairs, Oceans and Environmental Science Affairs, Human Resources and Diplomatic Security. While on detail to the Department of Energy,

she was posted to Lisbon. Ms. Burton began her federal career as a secretary with the Defense Department and later worked for the Federal Energy Administration.

Nyal Dokken Conger, a retired Foreign Service officer, died April 21 at her home in Chevy Chase, Md., of pancreatic cancer. She was posted to Frankfurt, Tehran and Harare. She served as a naval officer in the WAVES during World War II. After the war, she joined the State Department and later was commissioned a Foreign Service officer.



Larry Winter Roeder, a retired Foreign Service officer, and his wife, *Mary Elizabeth Roeder*, were interred Aug. 14 in ancestral ground at St. Matthews Cemetery in St. Louis, Mo. Mr. Roeder served in Lebanon, Saudi Arabia, Cuba, Egypt, Israel, Germany, France and Canada. He retired while consul general in Winnipeg. The couple met in Beirut, where she was employed by the Office of Strategic Services, forerunner of today's Central Intelligence Agency. When they married, she resigned her position and accompanied her husband throughout his Foreign Service career. Their son, Larry Winter Roeder Jr., is the policy adviser on disaster management in the Bureau of International Organization Affairs.



Four Get Life Sentences for Embassy Bombings

Four men received life sentences without parole in New York for their roles in terrorist attacks Aug. 7, 1998, on the U.S. Embassies in East Africa.

U.S. District Judge Leonard Sand issued the sentences Oct. 18 at the federal courthouse in lower Manhattan, where a jury convicted the four men last May for their connections to the coordinated attacks three years ago in Nairobi and Dar es Salaam that killed 224 people and injured 4,500. Twelve Americans were among those killed.

The sentencing concluded the only U.S. prosecution thus far involving members of al Qaeda, the militant group headed by accused terrorist Osama Bin Laden.

The four were Mohamed al-'Owhali, Khalfan Khamis Mohamed, Mohamed Odeh and Wadih el Hage.

Besides the four men sentenced, another defendant, Ali Mohamed, pleaded guilty last year and another defendant, Mahdouh Salim, is awaiting trial. Three other defendants are fighting extradition in England.

The courthouse in lower Manhattan where the terrorists were sentenced is only a few blocks from Ground Zero, the former site of the World Trade Center destroyed by terrorist attacks on Sept. 11.

Among those testifying at the trial was Frank Pressley, a communications officer at the U.S. Embassy in Kenya at the time of the bombing. Mr. Pressley is still undergoing treatment for injuries to his shoulder and jaw.

THE DREAM POSTING TO EMBASSY RITZOVIA

SOME THINGS ARE
DIFFERENT IN RITZOVIA

SO OUR HOUSE SPECIALTY OF EEL
SPLEEN TARTARE IN A MARINADE OF
ITS OWN BILE DOES NOT APPEAL TO
YOUR BOURGEOIS, IMPERIALIST AND
PEDESTRIAN TASTE?

DOES IT COME
WITH HOME FRIES?

WE GET TO SEE MORE OF OUR FRIENDS AND RELATIVES...

UNCLE EPHRAIM, THIS
IS THE SIXTH TIME
YOU'VE VISITED
THIS YEAR...

AND IT'S ONLY MARCH! WELL,
IT WAS JUST TOO FAR TO GO TO
ICKYSTAN -
AND NOW
YOU'RE SO
CLOSE TO
RITZO DISNEY!

AFTER YEARS AND YEARS IN ICKYSTAN, I RECEIVED MY POSTING
TO A NEW EMBASSY...

WOW! YOU'RE GOING TO
RITZOVIA - NO MORE
FERMENTED HAMSTER
MILK FOR YOU!

RITZOVIA - HOW
ROMANTIC! AND
I HEAR THEY EVEN
HAVE INDOOR PLUMBING!

A POST WHERE
THERE'S INDOOR
PLUMBING... IS
THAT CAREER-
ENHANCING?

THE COST OF LIVING ALLOWANCE HELPS A LITTLE...

ONE CHICKLET THAT WILL
BE EIGHT DOLLARS PLUS
LUXURY TAX...

OKAY, KIDS -
SPLIT IT UP
AND MAKE
IT LAST!

I GUESS EVERYONE NEEDS TO GET
AWAY SOMETIMES...

BOYD, WHAT ARE YOU
DOING BACK HERE?

JUST HAD A
HANKERING
FOR HAMSTER
MILK...

ACID 08/2004